

PERFORMANCE PAY PLAN
City Authorized FTE Classifications

FTE	Description	Minimum	Maximum
3.00	Accountant	\$44,856	\$54,438
1.00	Accounting and Audit Manager	\$59,935	\$72,824
0.80	Accounting Technician 1	\$33,409	\$40,635
1.00	Accounting Technician 2	\$35,101	\$42,722
1.00	Administrative Aide/City Recorder	\$40,560	\$49,310
1.00	Administrative Coordinator	\$40,560	\$49,310
1.00	Administrative Secretary	\$33,364	\$40,560
1.00	Assistant City Engineer	\$66,400	\$80,685
1.00	Assistant City Manager	\$86,852	\$105,575
1.00	Assistant ESD/MWMC Mgr	\$66,400	\$80,685
1.00	Assistant Project Manager	\$54,355	\$66,080
1.00	Assistant Public Works Director	\$72,824	\$88,560
3.00	Battalion Chief (Operations)	\$66,400	\$80,685
1.00	Battalion Chief (Training)	\$66,400	\$80,685
1.00	Budget Officer	\$57,072	\$69,379
1.00	Building Inspector 2	\$44,856	\$54,438
3.00	Building Inspector 3	\$49,410	\$60,019
1.00	Building Maintenance Worker	\$36,169	\$43,990
1.00	Building Permit Review Technician	\$44,856	\$54,438
1.00	Building Safety Supervisor	\$54,355	\$66,080
1.50	Business Application Technician	\$36,887	\$44,856
1.00	City Engineer	\$72,816	\$88,550
1.00	City Manager	By Contract	
1.00	City Surveyor	\$57,072	\$69,379
7.00	Civil Engineer	\$57,220	\$69,569
5.25	Clerk 2 - OPEU	\$27,290	\$33,196
4.00	Clerk 3 - Non-Union	\$30,113	\$36,792
4.50	Clerk 3 - OPEU	\$30,070	\$36,519
1.00	Code Enforcement Inspector	\$40,635	\$49,410
1.00	Code Enforcement Officer	\$50,648	\$61,523
1.00	Community Development Manager	\$66,400	\$80,685
1.00	Community Relations Coordinator	\$53,337	\$64,814
1.00	Community Services Manager	\$66,400	\$80,685
1.00	Community Services Officer 1	\$33,510	\$40,720
7.00	Community Services Officer 2	\$35,105	\$42,689
2.00	Construction Inspector 1	\$44,856	\$54,438
4.00	Construction Inspector 2	\$49,410	\$60,019
1.00	Construction Representative	\$49,410	\$60,019
5.00	Court Clerk	\$28,590	\$34,759
1.00	Court Officer - SPA	\$41,566	\$46,074
1.00	Court Supervisor	\$46,965	\$57,072
2.00	Custodian 1	\$26,014	\$31,623
1.00	Custodian 2	\$28,682	\$34,850
1.00	Data Entry Technician	\$29,422	\$35,789
1.00	Data Management Technician	\$39,316	\$47,829
1.00	Database Administrator	\$57,220	\$69,569
3.00	Departmental Assistant	\$36,792	\$44,700
1.00	Deputy Chief (EMS)	\$69,379	\$84,323

FTE	Description	Minimum	Maximum
1.00	Deputy Chief (Operations)	\$69,379	\$84,323
1.00	Deputy Chief (Prevention/Hazmat)	\$69,379	\$84,323
3.00	Deputy Fire Marshal 2	\$64,249	\$73,784
3.00	Design & Construction Coordinator	\$57,220	\$69,569
1.00	Development Services Director	\$82,705	\$100,545
7.00	EMS Accounting Technician	\$33,409	\$40,635
1.00	EMS Program Officer	\$64,249	\$73,784
2.00	Engineer in Training	\$51,876	\$63,023
4.00	Engineering Assistant	\$35,101	\$42,722
2.00	Engineering Technician 3 - OPEU	\$42,722	\$51,876
3.00	Engineering Technician 4	\$47,101	\$57,220
1.00	Environmental Services Manager	\$69,379	\$84,323
3.00	Environmental Services Supervisor	\$57,072	\$69,379
1.00	Environmental Services Technician 1	\$35,101	\$42,722
2.00	Environmental Services Technician 2	\$42,722	\$51,876
1.00	Finance Director	\$82,705	\$100,545
1.00	Finance Operations Assistant	\$35,029	\$42,582
15.00	Fire Captain	\$64,247	\$73,782
1.00	Fire Chief	\$82,705	\$100,545
15.00	Fire Engineer	\$51,823	\$66,095
45.00	Firefighter/Paramedic	\$52,741	\$67,295
1.00	GIS Database Administrator	\$51,876	\$63,023
1.00	GIS Supervisor	\$57,072	\$69,379
2.00	GIS Technician - OPEU	\$42,722	\$51,876
1.00	Housing Programs Aide	\$31,907	\$38,706
1.00	Housing Programs Specialist	\$47,101	\$57,220
2.00	Human Resources Analyst	\$51,784	\$62,927
1.00	Human Resources Director	\$75,009	\$91,217
1.00	Human Resources Manager	\$57,072	\$69,379
1.00	Information Technology Director	\$78,773	\$95,764
0.55	Judge	\$73,808	\$73,808
0.00	Judge Pro-Tem	\$7,481	\$7,481
3.20	Librarian 1 - OPEU	\$42,722	\$51,876
1.00	Library Director	\$75,009	\$91,217
3.00	Library Manager	\$57,072	\$69,379
1.00	Library Technical Specialist	\$40,635	\$49,410
5.40	Library Technician 2	\$31,907	\$38,706
1.00	Maintenance Manager	\$69,379	\$84,323
6.00	Maintenance Supervisor	\$51,784	\$62,927
3.00	Maintenance Technician - Apprentice	\$29,714	\$32,771
25.00	Maintenance Technician - Journey	\$36,169	\$43,990
1.30	Management Analyst 1	\$44,856	\$54,438
1.00	Management Analyst 2 - Non-Union	\$49,310	\$59,935
1.00	Mechanic 2	\$49,642	\$49,642
1.00	Mechanic Journey	\$38,584	\$46,937
1.00	Network Analyst	\$54,438	\$66,185
1.00	Network Analyst (N/C)	\$51,876	\$63,023
1.00	Network Manager	\$59,935	\$72,824
1.00	Payroll Technician	\$35,029	\$42,582
1.75	Planner 1	\$42,722	\$51,876
5.00	Planner 2	\$47,101	\$57,220
2.00	Planner 3	\$49,410	\$60,019

FTE	Description	Minimum	Maximum
1.00	Planning Manager	\$66,400	\$80,685
2.00	Planning Supervisor	\$59,935	\$72,824
1.00	Plans Review Engineer	\$57,220	\$69,569
10.00	Police Call Taker/Records Clerk	\$33,510	\$40,720
2.00	Police Captain	\$70,060	\$85,149
1.00	Police Chief	\$83,516	\$101,531
1.00	Police Custodian	\$27,480	\$33,409
13.00	Police Dispatcher	\$39,715	\$48,213
1.00	Police Office Supervisor	\$44,700	\$54,355
58.00	Police Officer	\$46,074	\$60,949
2.00	Police Secretary	\$31,586	\$38,361
4.00	Program Technician	\$31,907	\$38,706
2.00	Programmer Analyst 2	\$49,410	\$60,019
1.00	Programmer Analyst 3	\$54,438	\$66,185
1.00	Project Manager	\$66,400	\$80,685
2.00	Property Controller	\$41,566	\$46,074
0.50	Property Management Coordinator	\$49,410	\$60,019
1.00	Public Information and Education Specialist	\$44,856	\$54,438
1.00	Public Works Director	\$86,852	\$105,575
1.00	Resource Assistant (I.T.)	\$33,409	\$40,635
1.00	Secretary - Non-Union	\$30,113	\$36,792
3.50	Secretary - OPEU	\$30,070	\$36,519
1.00	Security Attendant	\$23,986	\$29,192
1.00	Senior Building Inspector	\$51,876	\$63,023
1.00	Senior Court Clerk	\$34,759	\$42,276
1.00	Senior Environmental Services Technician	\$47,101	\$57,220
2.00	Senior Management Analyst	\$51,784	\$62,927
1.00	Senior Police Records/Communications Specialist	\$35,105	\$42,689
1.00	Senior Traffic Signal Electrician	\$50,730	\$61,623
9.00	Sergeant	\$60,707	\$73,817
1.00	Services Bureau Manager	\$62,927	\$76,479
1.00	Stormwater Facilities Planner	\$51,876	\$63,023
4.00	Supervising Civil Engineer	\$62,927	\$76,479
1.00	Survey Party Chief	\$44,856	\$54,438
1.00	Surveyor	\$49,410	\$60,019
1.00	System Administrator	\$60,019	\$73,047
1.00	Traffic Engineer	\$62,927	\$76,479
2.00	Traffic Maintenance Technician Trainee	\$36,169	\$43,990
1.00	Traffic Signal Electrician	\$47,182	\$57,313
1.00	Traffic Technician 2	\$40,635	\$49,410
1.00	Traffic Technician 4	\$49,410	\$60,019
2.00	Training Officer	\$64,249	\$73,784
1.00	Transportation Manager	\$69,379	\$84,323
1.00	Transportation Planning Engineer	\$57,220	\$69,569
424.25	Grand Total FTE		